From: Julie Lind Rupp
To: smclcjulie@sbcglobal.net
Cc: Trish Suzuki
Subject: Peninsula Humane Society - Update and Request for Assistance
Date: Friday, March 31, 2017 9:53:58 AM

Esteemed Elected Officials:

Thank you to all who have reached out thus far to the Peninsula Humane Society regarding the contentious contract negotiations involving PHS staff represented by Teamsters 856. As a reminder, negotiations have been ongoing with PHS for nearly a year and a half, and due to PHS and CEO Ken White's anti-union tactics the members took a one day strike on March 17th. Please see this website for more information about the environment at the Peninsula Humane Society: https://phswhistleblowercom.wordpress.com

The contract demands of the Teamster members are not unreasonable; their members work at PHS because they care about animals, but their caring nature should not be taken advantage of. They work hard to protect the animals that come into their care, but should also be able to afford to live and work in our community and be treated with dignity and respect at their work place.

CEO Ken White has increased his own wages by 136% since he started in 2002, and counting in inflation during that time (about 31%) he's still more than doubled his salary. He makes $470k a year. During that same time, the workers have only received no increases to their base wage. The base salary for new employees has been stagnant, making the starting off salary the lowest in the Bay Area (in fact lower than even Modesto's) in both the non-profit and County run animal care and control units. Due to the low wages, in the past year 7 out of the 17 animal care and control officers have chosen to find other employment. This impacts not only public safety for your constituents, but it costs $10,000 to train each employee- that is $70,000 wasted. Due to their inability to recruit and retain Animal Care and Control officers PHS has been understaffed since 2014, which means PHS is not keeping up with their obligation to provide these services to the residents of San Mateo County. During the day there should be at least 4 officers in the County on duty. However, there are often only two. This causes delays in response times and prevents these workers from being able to effectively do their jobs. In some cases there is only one officer on duty for the whole County. This is not only unsafe for the workers, but for the animals and the community.

The Teamsters offered a very reasonable proposal of merely a 3% straight wage increase, which is what each City pays in increases to PHS yearly. However, Ken White has continued to only offer raises at management discretion. This will lead to the ability of management to discriminate against members who participate in the union, demonstrated through the very negative treatment of Teamster members on the bargaining team throughout this year and a half (thus far) process.

The cities and County of San Mateo contract with PHS to deliver services, and those service requirements are not being met. Further, there should be an expectation of how City and County contractors treat their workers. The most recent tactic being used by management is to try and pressure represented employees to leave the union and to seek decertification. This has been done both orally and via email, which I know is not behavior any of you would condone nor behavior you

would like to see from any agency that your taxpayers fund. The toxic work environment these employees are being subjected to is not acceptable, the unfair labor practices committed by PHS cannot be allowed to continue. **This contract needs to be settled fairly, equitably and rapidly. Any help you can provide would be greatly appreciated. We'd like to see a performance audit of PHS done, management encouraged to settle, and an end to the victimization of the employees and the endangerment of the animals under their care. Will you help us?**

If you have any questions, or would like more information, please feel free to contact Teamsters 856 Political Director Trish Blinstrub on her cell at 650-452-3109. Thank you for your consideration.

Respectfully,

Julie Lind Rupp, Executive Secretary-Treasurer
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